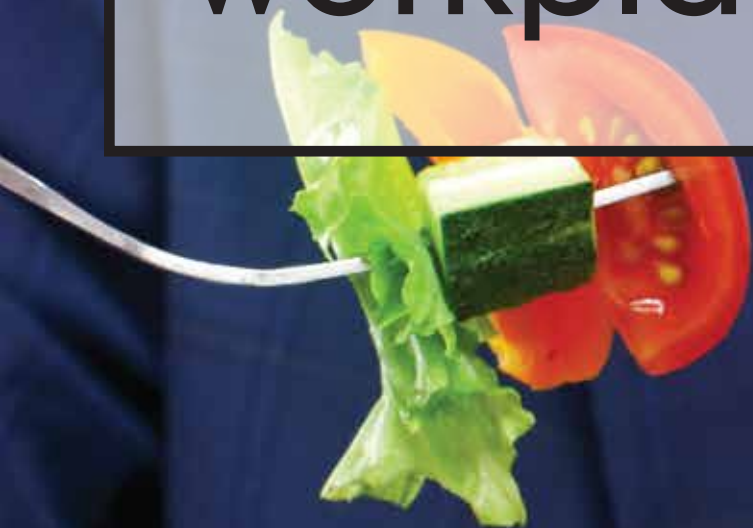


Eat well in the workplace



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How to use this guide

This resource has been developed in partnership with organisations across East Gippsland funded by the East Gippsland Primary Care Partnership. The guide provides practical advice on HOW to get started. From the last-minute staff morning tea to fundraising, it will put you in the right direction to achieving Healthy Choices Guidelines. To accompany this, we have developed a catalogue of healthy recipes which can be found at the end of the resource – how handy!

But wait, there's more...

Local catering and café businesses have contributed Healthy Choices approved menus for your convenience. Over 15 menus with details of their **GREEN** and **AMBER** options making providing healthy food at your next catered event easier than ever.

If your usual caterer isn't listed, we encourage you to contact them to have a chat about the Healthy Choices Guidelines. Show them this resource and the Healthy Food and Drink Classification Guide and encourage the development of their own healthy catering menu. The classification guide can be found here:

<https://www2.health.vic.gov.au/public-health/preventive-health/nutrition/healthy-choices-for-retail-outlets-vending-machines-catering>

If this resource inspires change within your organisation, be sure to let us know. Contact health promotion at glchhealthpromotion@glch.org.au



Understanding the healthy choices

Employees consume at least half of their daily intake of food at work. With this in mind, encouraging healthy food and drink habits from the workplace can have a significant impact on the overall health and wellbeing of employees. Workplaces around Victoria are enjoying happier staff with reduced absenteeism and increased productivity, made possible with simple, yet effective changes. It's time East Gippsland do to!

The Healthy Choices Guidelines for Workplaces were developed to help organisations provide healthier food and drink choices for their employees and visitors. For workplaces registered with the Achievement Program (See below for more information) the guide assists you to achieve the requirements of the healthy eating benchmarks. Broken down into 5 steps the guide focuses on implementing healthy eating policy and catering guidelines into your organisation.

The Healthy Choices Guidelines for Workplaces were developed to help organisations provide healthier food and drink choices for their employees and visitors. For workplaces registered with the Achievement Program (See below for more information) the guide assists you to achieve the requirements of the healthy eating benchmarks. Broken down into 5 steps the guide focuses on implementing healthy eating policy and catering guidelines into your organisation.

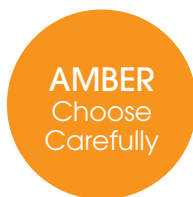
The guidelines use a traffic light system to classify foods as GREEN (best choice), AMBER (choose carefully) and RED (avoid). The guidelines state that catered events in the workplace must only provide GREEN and AMBER choices. RED foods must not be provided and must make up no more than 20% of vending machines.

For details on how to classify foods as GREEN, AMBER and RED check out the Healthy Choices Food and Drink Classification Guide.



RED
Avoid

High in energy (kJ)
High in saturated fat, added
sugar and/or salt. Lack important
nutrients such as fibre.



AMBER
Choose
Carefully

Contribute to excess energy
intake. Contain moderate
amounts of saturated fat, added
sugar and/or salt.



GREEN
Best
Choice

Good sources of important
nutrients. Lower in saturated fat,
added sugar and/or salt.
Lower in energy, higher in fibre.

The Achievement Program

This is a free program from the Victorian Government designed to create healthy places for learning, working and living. Workplaces can register and access step by step assistance on implementing workplace wellbeing.

There are five key priority areas within the Achievement Program to work through. These include: Healthy Eating, Physical Activity, Mental Health, Tobacco Control and Alcohol and Other Drug Use. To register or find out further information on how this program can benefit your workplace, go to www.achievementprogram.health.vic.gov.au

Healthy food & drink policy template

Healthy eating policies are important to ensure positive changes are sustainable in workplaces. Policy acts to support initiatives to implement healthy eating in the workplace, promoting employee health and wellbeing. The Healthy Eating Advisory Service has a free template to help you implement a healthy eating policy into your workplace. The policy template can be found within the “Healthy choices: healthy eating policy and catering guide for workplaces”

A word copy of the document can be found at:

<http://heas.health.vic.gov.au/healthy-choices/organisational-policy-and-suppliercontracts/organisational-policy-template>

The Achievement Program is free to register and provides workplaces with a framework for implementing wellbeing initiatives. You can access free policy templates for Healthy Eating and other key health areas. Register at <https://www.achievementprogram.health.vic.gov.au/>

If you implement a healthy eating policy within your organisation, be sure to let us know at glchhealthpromotion@glch.org.au.

Healthy eating policy for [insert organisation's name]

Purpose
 [Insert organisation's name] recognises and values the importance of healthy eating in promoting people's health and wellbeing. [Insert organisation's name] is committed to creating a health promoting environment which supports employees and visitors to make healthy food and drink choices.

Aim
 This policy aims to support and encourage healthy eating in the workplace. Through this policy [insert organisation's name] will ensure healthy food and drinks are available at meetings, functions and events and through onsite retail outlets, vending machines and organisational fundraising.

Objectives
 The objectives of this policy are to support:

- employees and visitors to make healthy food and drink choices by
 - creating a healthy eating culture and environment which supports healthy food and drink choices
 - increasing availability and promotion of healthier foods and drinks
 - decreasing availability and promotion of unhealthy foods and drinks
 - increasing employee knowledge and skills of employees regarding healthy eating
- [insert organisation's name] to meet the healthy eating benchmarks of the Achievement Program (applicable to organisations participating in the Achievement Program).

Where does this policy apply?
 This policy applies in all areas where foods and drinks are sold or provided to employees and visitors.

This includes (include the following as relevant to your organisation):

- food and drink retail outlets such as restaurants, cafeterias, cafes, canteens, kiosks (including mobile food kiosks) and coffee carts
- other retail outlets that mainly sell foods and drinks (such as convenience stores)
- vending machines
- catering provided for meetings, functions and events (such as workshops, conferences, community events, launches, celebrations and ceremonies) and client or community education or training programs
- catering provided by external user groups
- fundraising activities
- rewards, incentives, gifts, prizes and giveaways
- advertising, promotion and sponsorship

The policy does not apply to food and drinks brought from home by employees (for example, birthdays, morning teas or personal fundraising). However, employees are encouraged to consider providing healthy options at all times and to avoid promoting unhealthy fundraising activities (such as chocolate or confectionery drives) in public places, such as kitchens.

Procedure
 Table 1 outlines the requirements that [insert organisation's name] will undertake to support and encourage health eating.
 (Note: insert requirements your organisation has identified via the implementation steps and action plan)

Table 1: Requirements for supporting healthy eating at [insert organisation's name]

Food and drink choices	
Area (include as required)	Requirements
Catering (meetings, functions, events)	<ul style="list-style-type: none"> Majority GREEN choices No RED choices
Advertising and promotion	<ul style="list-style-type: none"> GREEN choices are promoted AMBER choices are not promoted at the expense of GREEN choices RED choices not promoted The organisation's logo is not used alongside RED choices RED choices are not included in meal or point of sale promotions RED choices are provided in the smallest size available
Culture and the physical environment	
Area (include as required)	Requirements
Fundraising, prizes, giveaways	<ul style="list-style-type: none"> Fundraising activities are consistent with Healthy choices: healthy eating policy and catering guide for workplaces No RED choices are supplied for children's awards, prizes and giveaways Fundraising activities promoting unhealthy foods and drinks are discouraged and healthier options or fundraising opportunities not related to foods and drinks are encouraged
Sponsorship	<ul style="list-style-type: none"> Sponsorship activities are consistent with Healthy choices: healthy eating policy and catering guide for workplaces
Infrastructure to support healthy foods and drinks	<ul style="list-style-type: none"> The physical environment supports healthy food and drink choices
Supporting breastfeeding	<ul style="list-style-type: none"> Strategies are in place to support and encourage breastfeeding
Contracts, leases and tenders	<ul style="list-style-type: none"> Healthy Choices is incorporated into tenders, contracts and leases that relate to supply of foods and drinks
Information and education	<ul style="list-style-type: none"> Information and educational opportunities are provided to employees
Communication and community engagement	<ul style="list-style-type: none"> Involvement with community healthy eating initiatives (such as the Achievement Program) encouraged

Quick guide to healthy recipes

We have good intentions when seeking out healthy alternatives to traditional recipes but how can we tell if they are truly a better choice? Here are some key things to look out for:

A healthy recipe has one or more of the following traits:

- High in fibre
- Includes fruit or vegetables as a main ingredient
- Contains minimal saturated fats
- Contains minimal added sugars
- Contains minimal added salt
- Overall has less kilojoules.

The following is a list of practical ways you can do to modify a recipe to make it healthier, or could be things to look for in a proposed “healthy recipe”

- Add a higher proportion of fruit and/or vegetable to the recipe where possible
- Swap a proportion of the meat/chicken in a recipe for canned legumes or grated vegetables
- Swap a percentage (or all) of refined white flour for wholemeal
- Add chopped or grated fruit and vegetables to baked goods like pancakes, scones and muffins
- Use less butter or swap for olive oil in recipes (including baked goods)
- Use less cheese or swap to low fat varieties
- In baked good use a third to half less added sugar
- Use fruit to sweeten a recipe – ripe bananas and dates especially
- Remember honey, raw sugar, brown sugar and golden syrup are all added sugar!
- Use less added salt to recipes and increase herbs, spices, garlic, onion or ginger
- Use no added salt/reduced salt products.

For more information on modifying recipes, visit Eat for Health at:

<https://www.eatforhealth.gov.au/eating-well/healthy-recipes/recipe-modification-tips>



DIY healthy morning tea and celebrations

Birthdays, going-aways, career milestones, there is often cause for celebration at work. In accordance with the Healthy Choices Guidelines, RED foods should not be offered at any catered events, including those which are self-catered. The following will teach you how to ditch the supermarket mud cake for something more refreshing.

Fruit Platter

Seasonal fruit pre-cut into bite-sized pieces is hard to resist. Stone fruits, berries and melons are crowd pleasers and remember the more colour the better.

Tip add a bowl of low-fat Greek yogurt and untoasted muesli to turn it into a heartier option.

Dip Platters

Dip platters can be delicious and exciting. Good news, Hummus, Eggplant and low-fat Tzatziki varieties typically fall under the GREEN category and most others AMBER. When reading labels GREEN dips will have 2g/100g saturated fat or less and 750mg/100g sodium or less.

Serve with carrot, celery, cucumber and capsicum sticks or your favourite multigrain or wholegrain crackers. Here are some suggestions:

- Vitaweat Cracker Multigrain
- Woolworths Multigrain Brown Rice Crackers
- Oliana's Gluten Free Cracker Varieties
- Carmen's Cracker Varieties

Tip Low-fat cheese, unsalted nuts and seeds, popcorn and dried fruit will give your platter life as they add contrasting flavours and textures.





Sandwiches and Wraps

Sandwiches and wraps are a simple DIY to feed a crowd the Healthy Choices Food and Drink Classification Guide elaborate on what defines a sandwich or wrap as GREEN, AMBER or RED. Here is a summary

A GREEN Sandwich or Wrap:

- Uses high-fibre bread/wrap e.g. wholemeal or wholegrain
- Includes vegetables – at least 3
- May include lean protein e.g. canned fish in spring water, shredded chicken breast, egg, chickpea mash
- May use reduced fat cheese
- May have small amounts of mono or poly-unsaturated margarine
- May include reduced fat mayonnaise

An AMBER Sandwich or Wrap:

- Does not use high fibre bread/wrap
- Contains significant amounts of butter, regular fat mayonnaise or other sauces
- Includes regular-fat cheese
- Includes fattier cuts of meat and lean processed meats e.g. ham

A RED Sandwich or Wrap:

- Includes deep-fried ingredients e.g. schnitzel
- Uses fatty and salty processed meats

Check out 'Recipes for a Healthy Morning Tea' to learn how to make your own GREEN chickpea mash filling.

For more information about classifying foods check out the Healthy Choices Food and Drink Classification Guide' at:

<https://www2.health.vic.gov.au/about/publications/policiesandguidelines/Healthy-choices-food-and-drink-classification-guide>

Barbecue healthy style

A few simple changes can transform a traditional sausage sizzle that's high in saturated fat and sodium, into a fantastic and nutritious meal – perfect for a healthy workplace or fundraising event.

Wholegrains

An easy way to boost the fibrous wholegrains on offer at your healthy barbecue is to ditch the white bread and go for wholemeal or multigrain bread or pita varieties. Remember also to leave off the butter/margarine!

Salads containing wholegrains such as rice, quinoa and pasta are not only delicious but encourage the intake of healthy wholegrains. Check out the "Salads" section for more information.

Meat

Lean meats such as skinless chicken, kangaroo, minute steaks, lean mince burgers and reduced fat sausages, are ideal for a healthy barbecue.

Avoid buying pre-marinated meats as commercial sauces often contain high amounts of salt and sugar. Instead, try flavouring your own meat with herbs and spices or in salt reduced marinades such as tamari or salt-reduced soy and honey.

Always remove visible fat from meat prior to consuming and ask your local butcher to make some up low-fat, sodium reduced sausages and burgers.

If purchasing ready-made burgers or sausages from the supermarket, aim for options that have less than 450mg salt per 100g, and no more than 5g fat per 100g.

Commercial binding agents used in many pre-made burgers often contain large amounts of sugar. Here's a simple Beef Burger Recipe to ensure you know what you're eating and to help you meet the healthy eating guidelines:

Ingredients:

- 1kg lean beef mince
- 2 large onions sliced and caramelised in 1 tbs of olive oil
- 1.5 tbs of reduced salt soy sauce/tamari

Method:

1. Mix in a large bowl then press together firmly to ensure they do not fall apart. You may like to add an egg to the mixture to help it bind.
2. Cook on the barbecue with a small amount of oil, for 10-15 minutes until brown.



Vegetables

Barbecued corn on the cob is typically a crowd favourite. Just remember to leave off the lashings of butter and enjoy it on its own or with a small amount of olive oil.

Vegetable skewers or grilled vegetables make another healthy and tasty addition to the grill. Choose seasonal vegetables or mushrooms, onions, capsicum, zucchini with small amounts of marinade (e.g. soy sauce, olive oil and salt, or low-fat, sodium reduced marinades).

Salads

Salads are a cheap and easy way to provide a variety of flavours to your fundraising event or barbecue. Whether it is a classic coleslaw or a grain-based salad there are a few ways to ensure the salads you provide are a healthy choice!

- Use predominantly fat free dressings (e.g. balsamic vinegar, lemon juice, wholegrain mustard).
- For a creamier options, low-fat yogurt or tahini make are great alternatives .
- Use a wide variety of vegetables.
- If including wholegrains such as quinoa, pasta, rice, still try to include three types of vegetable/ fresh herbs.
- Try adding legumes to your salad (e.g. chickpeas, brown lentils or kidney beans).

Avoid adding fatty or crumbed meats, regular fat mayonnaise and full fat cheeses in your salads.

Fruit

When in season, grilled fruit such as pineapple or stone fruits make delicious additions to any barbecue. Serve fresh fruit or fruit salad as a dessert or side dish.

Healthy fundraising ideas

Many workplaces have ongoing fundraisers run by elected members of staff or a social committee. They are a great way to raise money for a cause or event, however it is often RED choices which are on offer e.g. soft drinks and chocolates. The following is a guide on how to raise funds and comply with the Healthy Choices Guidelines.

Staff Pantry

A staff pantry relies on an honesty system and volunteers. It can be as small as a fruit bowl or offer an extensive range of snacks as well as lunch options. It is advised to tailor this to the size of the organisation in order to avoid food waste.

It is recommended to mark up the cost of the product from 125-200% depending on what seems reasonable. Purchasing products in multipacks and when they are on sale is always best.

Remember to store excess stock in a clean, cool and dry location. Check 'Use By' dates weekly. Staff pantries must offer at least 50% GREEN foods and no more than 20% RED foods. To check the classification of a food quickly use FoodChecker: <http://foodchecker.heas.health.vic.gov.au/>

Here are some **GREEN** food ideas:

- Fresh Fruit
- Go Natural Snack Pack Raw Nuts
- Goulburn Valley Fruit in Juice or Nectar (140-170g)
- John West or Sirena Tuna and Bean Varieties (185g)
- Lucky Snack Packs (30g)
- Mainland Cheese & Crackers On the Go Light Tasty (30-50g)
- Nippy's Flavoured Milk (250ml) Big M Milk (300ml) or Up & Go (250ml)
- Yoodles Brown Rice Noodles (70g)
- Continental Cup a Soup – certain varieties (50-70g)

Honesty Snacks | www.honestysnacks.com.au

Honesty Snacks are a company which takes all the work out of having a healthy fundraising box ready for your workplace. Their 'Healthy Snackbox' has been developed with the Healthy Choices guidelines in mind. Honesty Snacks offers workplaces a discounted upfront cost for their boxes, so any profit is yours to put towards your fundraising cause and keep it restocked based on your needs.

Although currently not servicing the East Gippsland region they are open to start given enough interest. If this sounds like a good option for your workplace contact Paul on **0418 518 009** or info@honestysnacks.com.au

Event fundraising

The Cancer Council have an in-depth 'Healthy Fundraising' guide which promotes "health while still making a profit". This includes breakdowns on cost vs profit as well as heaps more event ideas. Here are some of the best ideas, perfect for your workplace.



Soup Lunch

This is a great option for the cooler months. Simple, delicious soups are a crowd pleaser and are cheap offering great profit potential. Check out our 'Delicious Easy Soups' for some great recipes.

Healthy BBQ

Everyone loves a BBQ, throwing a healthy BBQ fundraiser is a great way to promote healthy eating as well as demonstrate how simple it can be.

Check out the 'Guide to a Healthy BBQ' for an overview of how to put an event like this together and don't forget our 'BBQ Salads' recipes for some inspiration.

Smoothie Day

This is a great one for warmer weather. Check out the Cancer Council's fundraising guide for details. Top tips are:

- Use reduced fat dairy – milk and Greek yogurt
- Use minimal sweeteners – tsp of honey to a serve
- Use ripe mangoes and bananas for sweetness.



Cancer Council 'Healthy Fundraising' – Ideas to Promote Health While Still Making a Profit
Find it here: www.cancer council.com.au/20126/reduce-risks/local-government-initiatives/resources-forlocalgovernment/healthy-eating-for-local-government/

Healthy snacks for a productive day

Healthy snacks are vital for fuelling a busy body and mind as they help us to avoid brain fog, meet our nutrient requirements, as well as regulate our appetite.

We're often at a loss as to what makes a healthy snack, which results in us choosing highly processed, packaged foods far too frequently.

Ideally, you should try and focus on simple foods that provide sustainable energy, such as those that have a low GI (glycaemic index). Low GI foods are those that take longer to digest and which, therefore, provide a slower release of energy. Here are some delicious examples of low GI snacks.

Fruit

Two serves of fruit every day is one of the best things you can do for your body. But what is a serve? Put simply it's around 150g, which is 1 medium apple, banana or pear; or 2 small kiwi fruits, mandarins or whole apricots; or 1 cup of diced or canned fruit (choose varieties that are in juice not syrup).

Wholesome Baked Goods

A wholesome banana bread or other baked goods can also make wonderfully nutritious snacks. When choosing a recipe however, pick those with limited added sugars and fats; use fruit to sweeten; and opt for wholegrain flours such as wholemeal, oat, spelt or buckwheat over refined white flour. See the "Healthy Snack Recipes" section for the Bliss Balls recipes.





Yoghurt

Yoghurt can be a super nourishing probiotic health food, so long as you know what to look for. The ideal yoghurt is a low fat, unsweetened Greek yoghurt, to which you can then add nuts, seeds and fruit. Doing so replaces the saturated fat found in whole Greek yoghurt, and the sugar found in sweetened yoghurt varieties, with healthier unsaturated fats, natural sugars and bonus fibre and micronutrients. If you are buying flavoured yoghurts then aim for less than 12g/100g of sugar.

Hummus

Hummus is a delicious dip made from a base of chickpeas and tahini, which are full of calcium, iron, protein and healthy fats. A couple of tablespoons of this with some veggie sticks or multigrain crackers is the perfect way to satisfy your hunger between meals. See the "Healthy Snack Recipes" for an easy, yummy, hummus recipe.

Popcorn

Popcorn is a delicious, crunchy snack, which can also be nutritious. Naturally packed with fibre, air popped popcorn that is plain in flavour or lightly salted with a drizzle of olive oil makes for a great potato chip alternative. Having an air-popper at home is the best and most affordable way to get your popcorn fix or, alternatively, supermarkets stock lunchbox-friendly packs too – just be sure to choose those varieties with minimal added salt and oils.

How to make a healthy subway style sandwich

A **GREEN** Sandwich contains:

Only **GREEN** ingredients

Or

1 major **AMBER** ingredient and all other ingredients are **GREEN**

Or

2 minor **AMBER** ingredients and all major ingredients are **GREEN**

An **AMBER** Sandwich contains:

At least 1 **GREEN** or **AMBER** ingredient

AND

no more than 2 **RED** ingredients with a maximum of 1 **RED** major ingredients

Or

Only **AMBER** ingredients
(**RED** ingredients not listed)

Bread - Main Ingredient



- 6-inch 9-Grain Wheat Bread
- 6-inch Wheat Bread
- 6-inch Malted Rye Bread
- Multigrain Wrap



- 6-inch White Bread
- 6-inch Italian Herb and cheese
- Wrap

Meat or Meat Alternative - Main Ingredient



- Smashed Falafel
- Veggie Patty
- Veggie Deluxe with Avocado



- Meatball
- Roast beef
- Tuna & mayo
- Classic Chicken
- Chicken Teriyaki
- Chicken Strips
- Meatball Melt
- Carved Turkey
- Leg Ham

Salads - Main Ingredient (chooses at least three)



- Avocado
- Capsicum
- Carrots
- Cucumber
- Lettuce
- Onions
- Spinach
- Tomatoes



- Less than three salads

Extra Toppings - Minor Ingredient



- No extras



- Beetroot
- Jalapeno
- Olives
- Cucumber
- Pickles
- Sundried tomato
- Spinach
- Tomatoes

Cheese



- No cheese



- Crumbled Feta
- Mozzarella
- Natural Cheddar
- Old Natural Style

Dressing - Minor Ingredient



- No dressing



- Cranberry Relish
- Honey Mustard Sauce
- Ranch Dressing
- Smokey Tomato Chutney
- Sweet Onion Sauce

Seasoning - Minor Ingredient



- Cracked pepper



Local Farmers Markets

The East Gippsland region is blessed with fertile land in abundance meaning our local produce is some of the greatest in the country. Farmers markets are the best to get your hands on this produce at its freshest and at a good price which goes directly back to the farmer. The following is a guide to help you find a farmer's market near you.

Market	When	Where	Contact
Bairnsdale Farmers Market	1 st Saturday of the month 8:00am-12pm	Bairnsdale Secondary College	John Butler 0419 890 139 farmersmarketbairnsdale.org.au
Bairnsdale Sunrise Rotary Market	4 th Sunday of the month 8:30am - 1pm	Howitt Park Carpark	Bairnsdale Sunrise Rotary Club 0432 602 007
Lakes Entrance Surf Club Market	1 st Sunday of the month 9am - 3pm	Lakes Entrance Foreshore	Tom Morris 0407 098 805
Metung Farmers Market	2 nd Saturday of the month 8:30am - 12:30pm	Village Green Metung	Damian Waters 0458 431 844 or 03 5156 2976 watersmetung@bigpond.com
Paynesville Farmers Market	4 th Saturday of the month 8am – 1pm	AJ Freeman Reserve Paynesville	Rotary Club of Mitchell River 0473 149 409
Omeo Local Produce Market	2 nd Saturday of the month	Omeo	
Mallacoota Artisans and Produce Market	1 st Saturday of the month 8am - 12pm	Mallacoota Mudbrick Pavilion	Mallacoota Arts Council 0422 988 890
Bruthen Community Market	3 rd Saturday of the month 9am – 1pm	Bruthen Mechanics Hall Grounds	0432 188 295
Nowa Nowa Mingling Market	3 rd Sunday of the month Roadside produce and flower stall from 3pm on Thursdays	Various locations around town	

Case Studies

Healthy Snack Workshop | GLCH & East Gippsland Shire Council

The following case study is an example of how to hold a 'Healthy Snack Workshop' within a workplace setting. The workshop is based off the "Healthy Snacks for a Productive Day" and associated recipes found within this resource.

Background

As part of the Healthy Eating in the Workplace Partnership GLCH provided the opportunity for a dietitian-lead "Healthy Snack Workshop" to one of the participating workplaces. The aims to teach staff about the importance of healthy snacking for productivity as well as what to look for when choosing a healthy snack.

How Did We Do It?

The event was hosted on a workday between 12-1pm with the intention of staff to come and go within their lunch break. As the workshop is all about making healthy snacking choices, a spread of delicious snacks were provided as well as a small snack container which staff could keep. In addition to this, printed versions of the "Healthy Snacks for a Productive Day" with accompanying recipes were available for staff to take home. Staff also had the opportunity to ask a dietitian any nutrition or food related queries.

Snacks provided at the workshop:

- Homemade hummus – recipe in guide
- Bliss balls – recipe in guide
- Wholegrain crackers – Woolworths multigrain rice crackers & Vita-Weat multigrain crackers
- Roasted chickpeas – recipe in guide
- Dipping vegetables – Cucumber, carrot, celery, cucumber, cherry tomatoes
- Fruit – cantaloupe, blueberries, strawberries, grapes
- Air popper popcorn – Popcorn machine purchased for \$15 at Target
- Low fat cheese cubes
- Dried apricots
- Almonds

The shopping and food preparation was completed the evening before the event, this consisted only of making the hummus and bliss balls. Platters, bowls, containers and other food styling items were also packed the night before. On the day the workshop was based in a room with a catering kitchen attached. An hour before the event fruit, veg and cheese were chopped and displayed along with the other yummy snacks, containers and resources.

Feedback from staff who attended was overwhelmingly positive. Many staff who were also parents found the workshop helpful for finding snacks suitable for themselves as well as their children.

Budget

A workshop of this kind can be tailored to any budget. This workshop was estimated to cost \$4 per head given the variety of foods provided and the included snack container. The snack containers were purchased at Woolworths however similar can be found at other supermarkets, homeware or discount stores. Alternatively, too keep costs down, staff can be asked to bring along their own containers. Choosing seasonal fruit and vegetables will help reduce costs, as well as reducing the variety of snacks provided on the day.

Challenges and lessons learned

There was a low turnout to the event. There were a number of reasons why this may have been:

- The workshop was placed upstairs and away from workstations/staff room
- The workshop was held during lunch time
- Many staff head offsite during lunch.

Placing the workshop in a space which has a lot of foot traffic, close to workstations or the staff room would definitely attract more participants. Additionally, trying to identify RSVP numbers will help to provide exact catering, reducing cost and food waste.



RUOK? Day | Healthy BBQ at GLCH

This case study provides a working example of using this guide in the workplace. In this instance the “Healthy BBQ” resource was used to pull off a free staff BBQ, in celebration of R U OK? Day.

Background

GLCH has had a “Healthy Food and Drink Policy” in place since 2015. The policy stipulates that all catering (external or internal) must comply with the Healthy Eating Advisory’s traffic light system. This means, any event where food is provided to staff must contain mostly GREEN options, can contain AMBER options, but must not have any RED options.

R U OK? Day aims to reduce rates of suicide by reducing isolation amongst those that may be struggling in life. The day calls for increase social connectedness with those around us, encouraging conversation and strengthening relationships.

This year GLCH embraced the spirit of R U OK? Day by hosting a free BBQ for staff. The BBQ aimed to bring staff together and share a healthy meal over good conversation.

How Did We Do It?

With an allocated budget of \$300 to feed ~50 people, it was to be a challenge, therefore planning was essential.

A week before the event, the preparation commenced. Firstly, it had to be decided what BBQ meat products would meet the healthy choices guidelines, without breaking the bank. After comparing the cost and labels of every sausage, skewer and burger available at the local supermarkets and butchers, it was decided the meat options on the menu would be low salt/low fat sausages and marinated chicken breast from the local butcher. We also love supporting local business.

With a big proportion of the budget spent on meat, it was then time to head to the supermarket to load up on fruit, veg and bread. Some of the key ways’ money was saved was by buying what was in season, going for B-grade produce (e.g. the odd bunch) and avoiding pre-packaged/pre-prepared salad or veggie blends where possible. Additionally, a request for staff to bring along a healthy salad or produce from their gardens to share was also sent out, to which there were 5 responses.

On the day, a core team of 4 was required to complete the food prep, with additional help from 2-3 others to set up the room, decorate etc. The dedicated team prepared a beautiful space, with wonderful food, ready for the 12:30pm start. During lunch, the room was booming with positive conversation and staff left with smiles on their faces, and a belly full of nutritious food... Success!



The final menu

- The sausages were a custom low fat/low salt blend that the butcher was happy to do given the size of the order and adequate notice.
- The chicken was marinated by our team with salt-reduced soy sauce, olive oil, fresh garlic and a small amount of honey.
- The veggie skewers featured fresh and seasonal produce with pineapple pieces for a point of difference and contrasting flavour.
- The salad of the imagination featured fresh produce from staff and the small herb garden at GLCH.
- The hummus and roast pumpkin salad were brought in by staff.

Challenges and lessons learned

Despite the success of the day, several challenges arose throughout the planning and implementation of the event. Key lessons learned included:

- Check the ingredients of burgers and marinated skewers
 - The binders used to make the burgers and marinade blends had very high levels of salt and sugar.
- Allow adequate time to prepare
 - One week was just enough time to prepare for an event this size.
 - If more time was set aside, home-made burgers would have been a great addition to the menu.
- Have backup salads
 - Three of the five staff members forgot to bring in their salads on the day!
 - Luckily there was ample amounts of coleslaw – cabbage and carrots are cheap and filling!
- Find a dedicated team
 - Pulling off an event of this size needs as many heads and hands possible – asking staff to help out.
- Check with Healthy & Safety about the best place to BBQ.
 - Ensure no fire alarms close by in case of excess smoke.

Feedback and future endeavors

Staff feedback was overwhelmingly positive, there has been an official request that this event be held bi-annually! Staff loved the opportunity to take the time to sit and speak to colleagues



Healthy morning tea & celebration Recipes



Banana Bread

Here is a crowd-pleasing Banana Bread recipe from Dietitian Rebecca Gawthorne at Nourish Naturally.

Ingredients

- 1 2/3 C wholemeal flour
- 4 large ripe bananas
- ½ tsp cinnamon
- 1 tsp baking powder
- 1 tsp vanilla extract
- 2 eggs
- ½ cup extra virgin olive oil
- ¼ cup honey
- 5 tbs hemp seeds

Method

1. Preheat oven to 190°C. Line a loaf tin with baking paper
2. Mix flour, baking powder, cinnamon and hemp seeds in a large mixing bowl
3. Blend other ingredients until light and fluffy
4. Add blended ingredients to the mixing bowl of dry ingredients and gently fold until combined
5. Pour into loaf tin and bake for 30 minutes or until a skewer comes out clean
6. Allow to cool, slice and enjoy!

Source <https://www.rebeccagawthorne.com.au/recipes/the-best-banana-bread/>



Tzatziki

Impress your co-workers by whipping up some home-made tzatziki at your next work celebration.

Ingredients

- 2 cups grated cucumber
- 2 cups low-fat Greek yogurt
- 2 tbs extra-virgin olive oil
- 2 tbs freshly chopped dill
- 1 tbs lemon juice
- 1 garlic clove, minced
- ½ tsp salt

Method

1. Lightly squeeze excess liquid from cucumber with a clean hand or cheese cloth
2. Add all ingredients into a bowl and stir to combine
3. Taste and add extra salt, garlic or lemon if required
4. Enjoy!

Chickpea Mash

Chickpea mash or “Chickpea Tuna” is a great vegetarian sandwich filling that still delivers on protein and flavour

Ingredients

- 1 can of chickpeas – well drained and rinsed
- 3 tbs low fat mayonnaise
- 1/2 tsp Dijon mustard
- ¼ diced onion
- 2 tbs lemon juice
- Pinch of salt to taste

Method

1. Mash chickpeas in a bowl with a fork
2. Add other ingredients and combine
3. Add to wholegrain bread with tomato, lettuce and sliced red onion – enjoy!

Healthy Barbecue Recipes





Veggie Burgers

You don't have to be vegetarian to enjoy a good veggie burger. The following is a foolproof method to making a tasty meat alternative, every time!

Ingredients:

- 1 can of beans (e.g. chickpeas, black beans, cannellini or kidney)
- ½ cup chopped onion
- 1 clove garlic minced
- 2 cups of diced veggies (pre-roasted or sautéed veg boost flavour)
- 2 tsp of olive oil
- 3 tbs of liquid flavour (e.g. tamari, low-sodium ketchup/barbecue sauce, lemon/lime juice, salsa)
- 4 tsp spices (e.g. cumin and paprika, curry powder, oregano, basil)
- 1 cup dry ingredient (e.g. breadcrumbs, oats, cornmeal or wholemeal flour)
- ½ cup texture ingredient (e.g. nuts, fresh herbs, olives, rice).

Method:

1. Combine everything in a food processor and then roll the mixture into golf ball-sized patties.
2. Cook on the barbecue with a small amount of oil until brown.

Sauces

Having meat flavoured with herbs and spices along with tasty salads on offer, should reduce the need to add tomato sauce or barbecue sauce to your meal. If required however, opt for low sodium and low sugar options.

Quinoa and Green Bean Salad

Ingredients:

- 2 cups cooked quinoa
- 2 cups steamed green bean pieces
- 1 punnet halved cherry tomatoes
- ½ bunch continental parsley
- 2-3 tbs olive oil
- ½ tsp salt

Method:

1. Combine all ingredients in a salad bowl and serve.

Note: Slivered almonds and crumbled feta make wonderful additions to this hearty salad

Healthy Coleslaw

Ingredients:

- Half a small red cabbage
- Half a small white cabbage
- 2 carrots
- 1 bunch of coriander
- 3 tbs olive oil
- 2-3 tbs of apple cider vinegar to taste
- ½ tsp salt

Method:

1. Finely slice the cabbage, grate the carrots and roughly chop the coriander.
2. Combine all ingredients in a bowl. If the salad is too dry, add up to 2 more tablespoons of olive oil.

Note: for added texture and crunch add nuts and seeds.



Salad of Imagination

This is a delicious recipe from the Stephanie Alexander Kitchen Garden Foundation Kitchen Garden Syllabus, which describes how to make a wonderfully nourishing salad using seasonal ingredients.

Ingredients:

- 4 cups of mixed salad leaves
- 2 cups of small leaves of herbs.

Garnishes such as:

- Avocado
- Cured fish
- Finely sliced red/spring onion
- Grated vegetables (e.g. beetroot or carrot)
- Hard boiled eggs
- Pickles/preserves
- Raw fruits (e.g. finely sliced apple, pear, sections of citrus such as oranges and mandarins or diced mango)
- Shaved or crumbled cheese
- Toasted nuts
- Toasted seeds

Dressings such as:

- Lemon juice
- Vinegar (e.g. balsamic, apple cider, white or malt)
- Olive oil
- Wholegrain Mustard
- Honey
- Herbs and Spices
- Yoghurt
- Salt and pepper

Method:

1. Choose your ingredients according to flavour, what is in season and textures.
2. Prepare your dressing using the ration one part acid (e.g. lemon or vinegar) to four parts olive oil.
3. Add in any additions such as mustard, small amounts of honey, fresh herbs and spices, yoghurt.
4. Taste then season with salt and pepper as desired.
5. Add ingredients into a large salad bowl and gently turn using tongs or clean hands.
6. Serve and enjoy!

Healthy Soup Recipes





A soup lunch is a fantastic way to fundraise in the colder months. Following are some simple recipes for healthy soups that are sure to be a hit!

Traditional Minestrone Soup

Ingredients

- 4 tbs extra virgin olive oil
- 2L vegetable stock (salt reduced)
- 1 brown onion, diced
- 2 carrots, diced
- 2 large sticks of celery, diced
- 1 cup of chopped seasonal veg – e.g. zucchini, parsnip, green beans, peas
- 2 cups of finely chopped, leafy greens e.g. silverbeet, kale, spinach
- 1 can of white beans – cannellini or butter
- 1 tin of diced tomatoes (do not strain)
- 1 cup of orecchiette or small shell pasta
- 2 bay leaves
- Grated parmesan*
- Chopped parsley*

Method

1. Add chopped onion, carrot, celery to 3 tablespoons of oil in a stock pot over medium heat
2. Cook until softened and onion becomes translucent
3. Add cup of seasonal veg and a pinch of salt and cook for 2-3 minutes
4. Add tin of tomatoes, stock and bay leaves and bring to the boil
5. Allow to simmer with lid partially closed for 15 minutes
6. Add greens and pasta, continue to simmer until pasta is cooked to the desired texture (al'dente)

*Optional: Garnish with Parmesan and parsley to serve

Quick Chicken Noodle Soup

Ingredients

- Whole roast chicken – deboned, skin and stuffing removed
- 2 tbs olive oil
- 1 brown onion finely chopped
- 2 carrots diced
- 2 celery sticks diced
- ½ cup chopped continental parsley
- 2 L chicken stock – salt reduced
- 1 cup of either wholewheat/spelt or pulse noodles/pasta broken into small bits

Method

1. Cook onion, carrots and celery with oil in a stock pot over medium-high heat until onion is translucent
2. Add chicken and stock and bring to the boil
3. Simmer then add noodles, cook until desired texture reached
4. Serve with continental parsley

Classic Pumpkin Soup

Ingredients

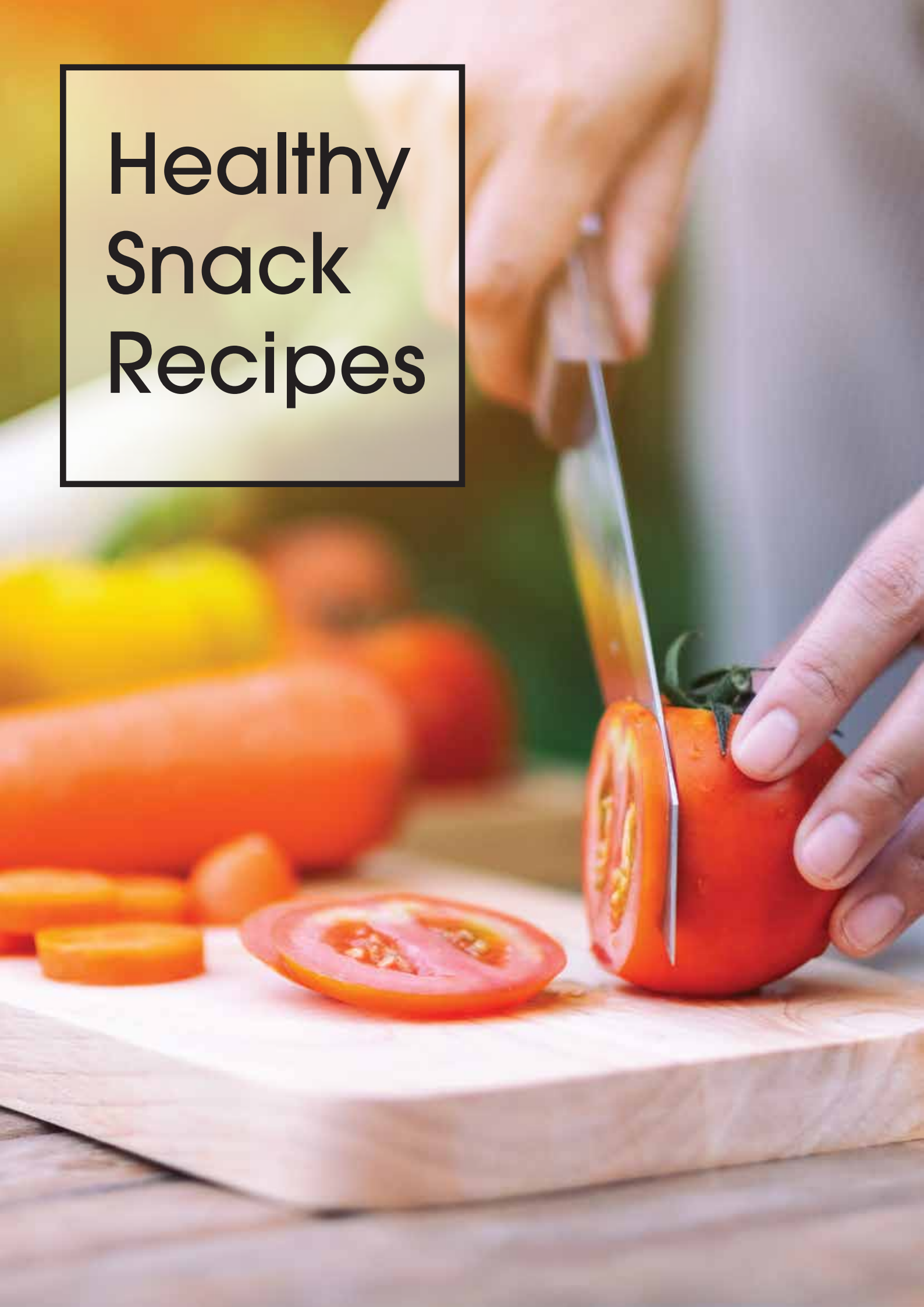
- 2 tbs olive oil
- 2 brown onions roughly chopped
- 4 garlic cloves peeled and crushed
- 2kg butternut pumpkin peeled and roughly chopped
- 4 potatoes peeled and roughly chopped
- 2 tsp ground coriander seeds
- 2L of vegetable stock (salt reduced)
- 500g of low fat Greek yoghurt*
- Black pepper*

Method

1. Cook onion and garlic with oil in a stock pot over medium-high heat until translucent
2. Add pumpkin and potato and cook until potato starts to brown
3. Add coriander and stir through
4. Add stock and bring to the boil
5. Reduce heat and simmer until the potato and pumpkin are soft – use a fork to test this
6. Ladle out 2 cups of stock
7. Blend with a stick blender until smooth

*Optional: Serve with a tablespoon of Greek yogurt and a sprinkle of black pepper

Healthy Snack Recipes



Roasted Chickpeas

Ingredients

- 2 cans of chickpeas
- 2 tbs of olive oil
- 2-4 tbs of herbs or spices of your choice – e.g. cumin and paprika, curry powder and chilli powder, fresh herbs from the garden
- 1 tsp of salt – start with less add more if required

Method

1. Pre-heat oven to 180°C
2. Rinse and strain chickpeas
3. Roll chickpeas between a clean tea-towel to loosen skins and peel - this will make them crunchier
4. Add chickpeas to a bowl and coat with oil and salt
5. Bake until golden and dry – about 45-50 minutes
6. Remove from oven and add seasoning of choice while still warm
7. Allow to cool and crisp without a cover (covering can make them sweat and become soggy)

Easy, Yummy Hummus

Ingredients

- 1½ can of chickpeas, drained and rinsed
- 2-3 tablespoons of tahini
- 2 tablespoons of olive oil
- 1-2 cloves of garlic, crushed
- Juice of 1 lemon
- 1 teaspoon of paprika
- 1 teaspoon of cumin
- ¼ cup of water
- Salt to taste
- ½ bunch of coriander (optional, for added flavour)

Method

1. Place all ingredients in a blender and blend until smooth – easy!

Bliss Balls

Ingredients

Base: 12 pitted dates, ½ tsp bi-carb soda, desiccated coconut (opt)

Choose either

- Nut-free: 1 cup oats, 1 cup desiccated coconut, 2 tbsp cocoa powder
- Peanut butter: 1 cup raw almonds, 1 cup oats, 2 tbsp peanut butter, a pinch of salt
- Carrot cake: 1 cup desiccated coconut, ½ cup grated carrot, ½ cup oats, 1 tbsp almond butter, 1 tsp cinnamon, ¼ cup raisins, pinch of salt.

Method

1. Soak dates in boiled water with bi-carb soda for 5 to 10 minutes, then strain over a bowl and keep water aside.
2. Blend dates with other ingredients in a food processor.
3. To the mixture, slowly add the water from the dates, until it starts to lift and stick together to become one large ball.
4. Roll into small balls (approximately 2.5cm in diameter).
5. Cover in desiccated coconut (optional).
6. Place on a lined tray or container and leave in the fridge for 20 to 25 minutes.

Keep in the fridge for a week in an air-tight container or in the freezer for up to 3 months.



Handy Resources



Healthy Eating Advisory Service

The Healthy Eating Advisory Service are home to the Healthy Choices Guidelines. They have developed marketing materials predominantly geared toward vendors but may be useful within the workplace. Materials include; posters, stickers, flyers, counter stands, labelling dots and more. To gain access to the materials you must be deemed eligible according to specific criteria. Materials will be printed and sent with a small fee, larger marketing packs range from \$20-\$80. For more information, and to check your eligibility visit: <http://heas.health.vic.gov.au/healthy-choices/promoting-healthier-choices/marketing-material>

Choose well. Feel great.
Making healthy choices easier.
To help you make healthier choices, food and drinks have been classified according to their nutritional value.

Best choice

Choose carefully

Limit

For healthy eating tips visit healthytogether.vic.gov.au

Nutrition Australia healthy together Victoria
Healthy Together Victoria, funded by the Victorian Government, is improving the health of our community.

Alfred Health

Alfred Health are pioneers when it comes to implementing healthy choices. They were one of the first health services in the state to implement the guidelines across their organisation and did so with great success. The Alfred Health prevention team have developed posters, nudge cards and flyers for anyone's use free of charge. If you would like to order any of the following, contact the prevention team at prevention@alfred.org.au



Healthy Choices Nudge cards. Help staff and customers make better choices. Great for catering, vending machines and staff pantries.

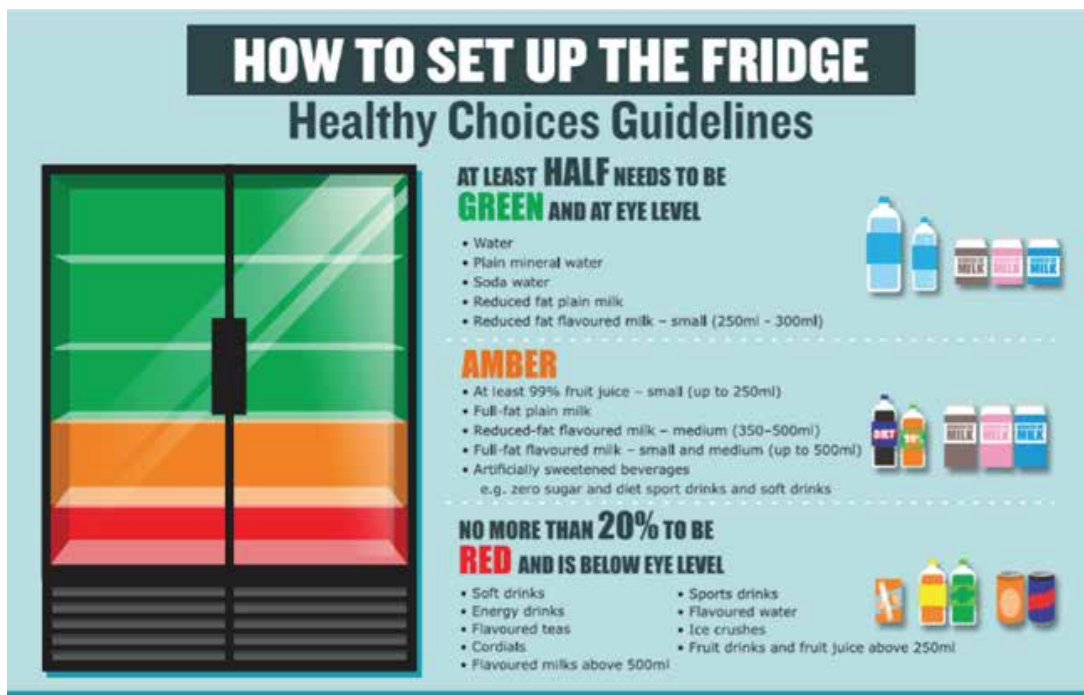


Healthy Choices traffic light flyers contains brief information about the traffic light system.



City of Bendigo

The City of Bendigo in collaboration with VicHealth have developed the following visual resource on how to set up a drink fridge according to the Healthy Choices Guidelines. The resource is available as a poster or A4 magnet – very handy. We have a small number of magnets available free of charge. Contact Chelsea on glchhealthpromotion@glch.org.au for more information



HOW TO SET UP THE FRIDGE

Healthy Choices Guidelines

AT LEAST HALF NEEDS TO BE GREEN AND AT EYE LEVEL

- Water
- Plain mineral water
- Soda water
- Reduced fat plain milk
- Reduced fat flavoured milk – small (250ml - 300ml)

AMBER

- At least 99% fruit juice – small (up to 250ml)
- Full-fat plain milk
- Reduced-fat flavoured milk – medium (350-500ml)
- Full-fat flavoured milk – small and medium (up to 500ml)
- Artificially sweetened beverages
e.g. zero sugar and diet sport drinks and soft drinks

NO MORE THAN 20% TO BE RED AND IS BELOW EYE LEVEL

- Soft drinks
- Energy drinks
- Flavoured teas
- Cordials
- Flavoured milks above 500ml
- Sports drinks
- Flavoured water
- Ice crushes
- Fruit drinks and fruit juice above 250ml



Rethink Sugary Drink

Rethink sugary drink was an initiative born from a collaboration between the Cancer Council, Vic Health and the Healthy Eating Advisory Service. They have some great free resources which highlight the negative effect of consuming sugary drinks regularly.

Visit <http://www.rethinksugarydrink.org.au/tips-resources> to find out more information.

TIME TO RETHINK SUGARY DRINK?

6.75KG WEIGHT GAIN IN ONE YEAR
It has been estimated that drinking one cup of soft drink per day could lead to a 6.75kg weight gain in one year. If these drinks are added to a regular diet and exercise (by including other energy outlets).

1.28 BILLION LITRES
THE AMOUNT OF SUGAR DRINKS CONSUMED IN AUSTRALIA EVERY YEAR

16 PACKS OF SUGAR
IS IN A BOTTLE OF REGULAR SOFT DRINK

47% OF CHILDREN
DRINK SUGARY DRINKS EVERY DAY

23 KILOS OF SUGAR
IF YOU DRINK 1 LITRE OF SUGARY DRINK EVERY DAY FOR A YEAR YOU WILL DRINK 23 KILOS OF SUGAR

TOOTH DECAY AND EROSION
SPRINGING A CAN OF SOFT DRINK EACH DAY WILL SIGNIFICANTLY INCREASE YOUR RISK OF TOOTH DECAY AND EROSION

AUSTRALIA IS IN THE TOP 10 COUNTRIES FOR PER CAPITA CONSUMPTION OF SOFT DRINK

rethinksugarydrink.org.au



WHAT ARE SUGARY DRINKS DOING TO YOUR BODY?

SUGAR & ACID LEVELS IN SUGARY DRINKS AND 'DIET' VARIETIES CAN CAUSE TOOTH DECAY

HIGHER SUGAR INTAKE INCREASES YOUR RISK OF NON-ALCOHOLIC FATTY LIVER DISEASE

3 CANS OF SUGARY DRINK A DAY, LESS THAN ONE CAN INCREASES YOUR RISK OF TYPE 2 DIABETES BY 22%

SUGARY DRINKS CAN REDUCE BONE DENSITY WHICH MAY LEAD TO OSTEOPOROSIS

BEING OVERWEIGHT OR OBESSE PUTS YOU AT GREATER RISK OF HEART DISEASE, KIDNEY DISEASE, TYPE 2 DIABETES, STROKE AND SOME CANCERS

ONE CAN OF SUGARY DRINK A DAY CAN LEAD TO 4.5KGS WEIGHT GAIN IN A YEAR

RAPID BLOOD SUGAR SPIKES
 SUGARY DRINKS CAN INCREASE HUNGER AND OVER EATING

rethinksugarydrink.org.au

The Australian Guide to Healthy Eating

Although not workplace specific, the Australian Dietary Guidelines provide up-to-date dietary recommendations, backed by research. Developed by the National Health and Medical Research Council (NHMRC) they have a number of publications available at no cost. Posters detailing the Australian Guide to Healthy Eating 'Plate model' are a great visual guide for staff rooms. The 'Healthy Eating for Adults – Eat for Health and Wellbeing' pamphlets provide greater insight into the guidelines. To order any publications contact health@nationalmailing.com.au or call 02 6269 1080





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